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GOVERNMENT OF TRAVANCORE-COCHIN

Labour Department

NOTIFICATION

No. L1-4024|54|DD. *Dated, Trivandrum, 18th August 1956.*

In exercise of the powers conferred by Sections 5, 7, 8, 9, 11, 12(3), 13, 14, 16, 17, 20, 23, 32, 43(2) (E) and 43(2) (j) of the Plantations Labour Act 1951 (LXIX of 1951) Government are pleased to make, with the approval of the Central Government, the following rules, the same having been previously published as required by Section 43 of the said Act.

By order of His Highness
the Raj Pramukh,

V. V. JOSEPH,
Industries Secretary.

RULES UNDER THE PLANTATIONS LABOUR ACT 1951.

CHAPTER I.

PRELIMINARY.

1. *Short title, extent and commencement.*—(1) These Rules may be cited as the Travancore-Cochin Plantations Labour Rules, 1955.

(2) These Rules shall extend to the whole of Travancore-Cochin.

(3) These Rules, except Rules 12 to 17 and 18 to 31 shall come into force at once. Rules 12 to 17 and 18 to 31 shall come into force on such date or dates as the Government may, by notification in the Official Gazette appoint.

2. *Definitions.*—In these Rules unless there is anything repugnant in the subject or context:—

(a) "Act" means the Plantations Labour Act, 1951.
(b) "Form" means a form appended to these Rules.
(c) "Health Officer" means the Municipal Health Officer or such other official as may be appointed by the State Government in that behalf.
(d) "Inspector" means an officer appointed under Section 4 of the Act and includes "Chief Inspector".
(e) "Maintained" means maintained in an efficient state, in efficient working order and in good repair.
(f) "Public Health Authority" means the local Health Officer having jurisdiction over the area.
(g) "Section" means a section of the Act.
(h) All other words and expressions used herein and not defined shall have the meaning respectively assigned to them under the Act.

CHAPTER II.

THE INSPECTING STAFF.

Rules prescribed under section 5.

3. *Powers and functions of Inspectors.*—An Inspector shall, for the purpose of giving effect to the provisions of the Act, have power to do all or any of the following things, that is to say—

(i) to photograph any non-adult worker; to inspect, examine, measure, copy, photograph, sketch or test, as the case may be, any house, building or room, register or document maintained under the Act or anything provided for the purpose of securing the health or welfare of the workers employed in a plantation;

(ii) to prosecute, conduct or defend before a Court any complaint or other proceeding arising under the Act;

(iii) to require an employer to supply or send any return or information relating to the provisions of the Act as may be prescribed;

(iv) to satisfy himself at each inspection that

(a) the provisions of the Act and the rules regarding the health and welfare of workers employed in the plantation are observed;

(b) the adolescents and children employed in the plantation have been granted certificates of fitness and that no adolescent or child is employed who is obviously unfit;

(c) the prescribed registers are properly maintained;

(d) the periods of rest and holidays provided by the Act are granted and that the limits of hours of work laid down therein are not exceeded;

(e) the notice of period of work required under section 23 of the Act is duly affixed;

(f) leave with wages and sickness and maternity benefits are granted in accordance with the provisions of the Act and the Rules;

(v) to note how far the defects pointed out at previous inspections have been removed and how far orders previously issued have been complied with; and

(vi) to point out all such defects or irregularities as he may have observed and to give orders for their removal and to record and furnish to the employer a summary of the defects or irregularities and of his orders.

4. Every order passed under the Act and the rules shall be served on the employer

(a) by delivering a copy of it to him personally or at his office, or

(b) by registered post.

Rules prescribed under section 7.

5. *Duties of Certifying Surgeons.*—(1) For purposes of the examination and certification of young persons who wish to obtain certificates of fitness, the Certifying Surgeon shall fix a suitable time and place in consultation with the employer for the attendance of such persons, before the expiry of one month from the date of application, and shall give previous notice in writing thereof to the employers of the plantations situated within the local limits assigned to him.

(2) Every Certifying Surgeon shall keep bound books containing certificates in form No. 1 respectively in two foils and counterfoil. In each book, the form shall be numbered consecutively and shall be printed on cloth-backed or other durable paper. The foil and counterfoil shall be filled in and either the signature or the left thumb mark of the person in whose name the certificate is granted shall be taken on them. On being satisfied as to the correctness of the entries made therein and of the fitness of the person examined, the certifying Surgeon shall sign the foils and initial the counterfoils and shall deliver one foil to him and one foil to the employer. The foils so delivered shall be the certificate of fitness granted under Section 25. All counterfoils in a book shall be preserved by the Certifying Surgeon for a period of at least two years after the issue of the last Certificate in that book.

(3) A person who loses a certificate of fitness which has been granted to him may apply to the Certifying Surgeon who granted it for a copy of the Certificate and the said Surgeon after making such enquiry from the employer of such person (or if such person is unemployed, from his last employer) and from such other sources, as he deems fit, may grant a duplicate

of the lost certificate. The word "Duplicate" shall be clearly written in red ink across such duplicate certificate and initialled by the Certifying Surgeon. The counterfoil in the bound book of forms shall be similarly marked "Duplicate" and initialled. For every copy of a duplicate certificate granted, a fee of eight annas shall be charged from the person concerned which shall be credited to Government. The Certifying Surgeon shall maintain a register in Form No. 2 of all fees paid for the issue of duplicate certificates and shall initial each entry therein. No duplicate of a certificate shall be granted to any person otherwise than in accordance with the provisions of this sub-rule.

(4) The Certifying Surgeon at his periodical visit shall satisfy himself as to the fitness of all the adolescents and children employed in the plantation and shall revoke the certificate of fitness of any whom he deems to be unfit.

(5) The Certifying Surgeon shall hand over to the employer and Chief Inspector a note in Form No. 3 detailing the result of each visit to the plantation.

(6) The Certifying Surgeon shall, upon request by the Chief Inspector, carry out such examination as he may indicate for any plantation or class of plantations where young persons are, or are to be, employed in any work which is likely to cause injury to their health.

(7) The employer shall display copies of a true translation of the notice received from the Certifying Surgeon under Rule 5(1) in the language understood by the majority of the workers at a prominent place at the office or factory and the Muster, within 24 hours of the receipt of such notice.

(8) The employer shall provide for the purpose of any medical examination which the Certifying Surgeon wishes to conduct at the plantation (for his exclusive use on such occasion) a room which shall be properly cleaned and adequately ventilated and furnished with a screen, a table (with writing materials) and chairs.

6. If a qualified medical practitioner employed in a Garden or Group Hospital referred to in Chapter III is appointed to be a Certifying Surgeon, an appeal will lie against his finding to the Civil Surgeon of the area in which the plantation is situated.

CHAPTER III.

HEALTH.

Rules prescribed under section 8.

7. *Drinking Water.*—An adequate supply of wholesome drinking water shall be made available in every plantation at convenient places.

8. *Source of Supply.*—The water provided for drinking shall be supplied from any convenient source approved by the Chief Inspector.

9. *Storage of water.*—If drinking water is not supplied from taps connected with a public water supply system, it shall be kept in suitable vessels and renewed at least daily. All practicable steps shall be taken to preserve the water and vessels from contamination and to keep the vessels scrupulously clean.

10.- *Cleanliness of well or Reservoir.*—(1) Drinking water shall not be supplied from any open well or reservoir unless it is so constructed situated, protected and maintained as to be free from the possibility of pollution by chemical or bacterial and extraneous impurities.

(2) Where drinking water is supplied from such well or reservoir, the water in it shall be sterilised periodically as required by the Inspector by written order, and the date on which sterilising is carried out shall be recorded:

Provided that this requirement shall not apply to any such well or reservoir if the water therein is filtered and treated before it is supplied for consumption.

11. *Report from the Health Officer.*—The Inspector, may by order in writing, direct the employer to obtain, at such time or at such intervals as he may direct, a report from the Health Officer or the Certifying Surgeon, if the former is not available, as to the fitness for human consumption of the water supplied to workers, and in every case to submit to the Inspector a copy of such report as soon as it is received from the Health Officer.

Rules prescribed under section 9.

12. *Latrine accommodation.*—(a) Latrine accommodation shall be provided in every plantation on the scale of one latrine for every fifty acres of the area under cultivation or part thereof:

Provided that there shall be at least one latrine each for either sex.

(b) The latrines shall be conveniently situated and shall have exclusive access for either sex.

13. *Latrines to conform to public health requirements.*—The latrines should conform to public health requirements and latrines other than those connected with an efficient water borne sewage system, shall comply with the requirements of the Public Health authorities.

14. *Privacy of latrines.*—Every latrine shall be under cover and so partitioned off as to secure privacy and shall have a proper door and fastenings.

15. *Sign boards to be displayed.*—Where workers of both sexes are employed, there shall be displayed outside each latrine or latrine block, a notice in the language understood by the majority of workers "For Men Only" or "For Women Only" as the case may be. The notice shall also bear the figure of a man or of a woman as the case may be.

16. *Water taps in latrines.*—(a) Where piped water supply is available, a sufficient number of water taps, conveniently accessible shall be provided in or near such latrine accommodation.

(b) If piped water supply is not available, sufficient quantity of water shall be kept stored in suitable receptacles near the latrines.

17. *Construction and maintenance of drains.*—All drains carrying waste or sullage water shall be constructed in masonry or other impermeable materials and shall be regularly flushed and the effluent disposed of by connecting such drains with a suitable drainage line:

Provided that, where there is no such drainage line, the effluent shall be deodorised and rendered inocuous and then disposed of in a suitable manner to the satisfaction of the Health Officer.

CHAPTER IV.

WELFARE.

Rules prescribed under section 11.

18. *Canteens.*—"In or near every Plantation wherein one hundred and fifty or more workers are ordinarily employed the employer shall arrange directly or otherwise, to provide and maintain a Canteen or Canteens with facilities for sale of tea, coffee and snacks to the workers".

19. *Prices to be charged.*—(1) Tea, coffee and snacks served in every canteen shall be sold on a no-profit basis.

(2) The prices of all items served in the canteen shall be conspicuously displayed in every canteen.

Rule prescribed under sub-section (3) of section 12.

20. *Creches.*—(1) In every plantation wherein fifty or more women workers are employed or were employed on any day of the preceding twelve months, the employer shall provide and maintain a creche or creches for the use of their children who are below the age of six years according to the standards laid down in these rules.

(2) Every creche shall be conveniently accessible to the mothers of the children accommodated therein.

(3) There shall be not less than 15 sq. ft. of floor area for each child to be accommodated in a creche.

(4) The building in which the creche is situated shall be of sound construction with a good plinth.

(5) The plan of the creche building shall be in accordance with the standard plan or with other plans approved by the Chief Inspector.

(6) The creche shall be furnished with suitable furniture and a cradle for each child below the age of two.

(7) A suitably fenced open-air play-ground shall be provided for the elder children.

(8) The employer shall appoint:—

(i) "A woman to be in charge of each creche. Such woman shall have the training approved by Government. There shall be one such woman for every thirty children."

(ii) Such other staff on a scale approved by the said authority.

21. *Wash Room.*—(1) There shall be in or adjoining the creche a suitable wash room for the washing of the children and their clothes.

(2) There shall be provided a latrine for the use of the children in the creche.

22. *Supply of milk and refreshment.*—At least half a pint of clean pure milk if possible, otherwise powdered milk approved by the Certifying Surgeon shall be made available for each child on every day it is accommodated in the creche and the mother of such child shall be allowed in the course of her daily work, two intervals of sufficient time to visit the creche and feed the child. For children above two years of age there shall be provided in addition an adequate supply of wholesome refreshment.

23. *Supply of clothes, soap and oil.*—(1) The creche attendant or attendants shall be provided with four sets of clean clothes per year for use while on duty in the creche.

(2) An adequate supply of clean clothes, soap and oil shall be made available for each child while it is in the creche.

Rules prescribed under section 13.

24. *Recreational Facilities.*—Every employer shall provide and maintain

(i) a recreation centre or centres for workers with provision for indoor games suitable for adult and child workers with the necessary sports equipment.

(ii) where adequate flat open space is available within a reasonable distance, a playground or playgrounds for adult and child workers with necessary sports equipment for outdoor games:

Provided that subject to the provisions of Rule 25 a group of employers may with the approval of the Chief Inspector, provide and maintain joint recreation centres and playgrounds and share their expenses.

25. Every recreation centre to be provided and maintained under Rule 24 shall be conveniently situated as near as possible to the workers' quarters.

Rules prescribed under section 14.

26. *Educational facilities for workers' children.*—Every employer shall, if the number of workers' children between the ages of 6 and 12 in his plantation exceeds 25, provide and

maintain a primary school or schools for imparting primary education to the children:

Provided that an employer may not provide and maintain a primary school if there is one under the direct management of the State Government or of any local body for imparting free education to the children up to the primary or higher standard, and within a distance of two miles from the place where workers reside in his plantation, or if under any other law he is required to pay a cess or tax for primary education:

Provided further that subject to the provisions of sub-rule (1) of Rule 27, a group of employers may jointly provide and maintain a primary school and share its expenses.

27. (1) Every school to be provided and maintained under Rule 26 shall be conveniently situated and within a distance of two miles from the workers' quarters.

(2) The School building shall be constructed in accordance with the standard plan or plans which may be laid down by the State Government:

Provided that where there is no standard plan or where it is proposed to deviate from a standard plan, the State Government's approval of the plan of the school building shall be obtained.

(3) Where adequate space is available, an open air playground with suitable accessories shall also be provided for the children attending the school.

28. The employer or employers as the case may be shall provide for every primary school maintained under Rule 26 such educational and other equipment as may be considered necessary by the State Government.

29. (1) The employer or employers concerned shall appoint one teacher for every forty children attending the primary school.

(2) The teacher shall possess the qualifications prescribed by the State Government for teachers in Government primary schools:

Provided that in the case of any person who is working as a school teacher in a plantation at the commencement of these rules, the State Government may, subject to such conditions as it may specify, relax any of the qualifications.

30. The curriculum, duration, standard and syllabus of the course of instruction to be imparted in the primary school shall be such as may be approved by the State Government.

31. No fees shall be charged from the workers' children attending the primary school.

Rules prescribed under section 16.

32. *Housing accommodation for workers.*—Every employer shall provide for every worker and his family residing in a plantation, housing accommodation as near as possible to the

place of work. It shall be open to an employer to provide such accommodation in the course of several years provided that houses shall be built for at least eight per cent of the resident workers every year upto the maximum required.

33. *Standard and specification of housing accommodation.*—All housing accommodation for workers in a plantation shall conform to such standards and specifications as may be approved by the State Government on the recommendation of the Advisory Board referred to in Rule 42 provided that existing buildings substantially conforming to the later specifications may be accepted.

34. *Sites for housing accommodation.*—(1) The housing accommodation shall be provided on dry well-drained land which, consistant with the requirements regarding distance from the plantation, has supplies of wholesome drinking water within a reasonable distance. In malarial tracts, the houses shall be provided at a safe distance from the swamps and marshes and above the highest flood level.

(2) Adequate lighting arrangements shall be provided in the area in which housing accommodation is provided.

(3) The employer shall maintain in good condition the approach roads and paths to the area where houses are located as also the sewers and drains in that area.

(4) The employer shall not deny to the public free access to those parts of the plantation where the workers are housed.

(5) The employer shall cause the vicinity of all houses to be kept clear of refuse and excreta and the latrines and drains to be cleaned out daily and all refuse in or near them to be collected, removed and disposed of hygienically.

35. *Housing Scheme.*—Within six months after standards and specifications are approved by Government, every employer shall submit to the Chief Inspector of Plantations for approval a scheme in regard to the provision by him of housing accommodation for workers. The scheme shall provide for the following matters:—

(1) specification of the period during which housing accommodation is proposed to be provided in respect of all resident workers in a plantation, such period being not later than the period referred to in Rule 32.

(2) the type design which is proposed to be adopted for the construction of houses, such design being in conformity with the standards and specifications as may be approved by the State Government under Rule 33.

(3) plan and site plan, in duplicate, of the buildings to be constructed or remodelled for use as workers' houses.

36. *Construction of houses in accordance with scheme and report in relation thereto.*— All houses shall be built in accordance with the scheme as approved in writing by the Chief Inspector of Plantations. With a view to showing the progress made in providing houses according to the approved

scheme, every employer shall submit to the Chief Inspector of Plantations a report in Form No. 4 on the 31st July every year.

37. *Maintenance of houses.*— (1) The employer shall, at his own expense, execute such repairs to the houses as may be required from time to time and maintain the houses in fit and safe condition for occupation.

(2) A worker occupying a house may, and an Inspector appointed under the Act shall, bring to the notice of the employer any defects in the condition of a house which make it dangerous to the health and safety of the worker. Where an Inspector so brings any such defects to notice, it shall be the duty of the employer to rectify them with the least possible delay.

(3) The employer shall get all the houses lime-washed at least once every year and all the doors, windows and other wooden structure varnished or painted once in three years. The dates on which lime-washing or painting was last carried out shall be painted or stencilled at a convenient spot on each building.

38. *Accommodation to be rent free.*—No rent shall be charged by an employer for the housing accommodation provided to workers and their families residing in his plantation.

39. *Occupation of houses.*—(1) Houses shall be allotted on the basis of one house for one worker:

Provided that it shall be open to an employer to allot houses to single workers at the rate of a house for not more than four such workers:

Provided further that if there are more than one worker in a family, only one house shall be allotted to the husband, his wife and children.

(2) The occupant of a house shall not make any unauthorised additions to or alterations in the house.

(3) The occupant shall not exchange the house with the occupant of another house except with the written permission of the employer.

(4) The occupant shall not let the house or any portion thereof to any person.

(5) All workers and members of their families occupying the houses shall use the latrines provided and shall not pollute the soil and shall keep the houses and the precincts thereof clean and tidy and shall not waste drinking water.

(6) No cattle or goats shall be kept in the living rooms or verandahs and no windows or air spaces shall be blocked up.

(7) The employer shall bring to the notice of each worker to whom housing accommodation has been provided, the conditions governing the occupation of such accommodation, in writing, in a language which the latter can understand.

40. *Occupation of accommodation after termination of employment.*— When a worker dies in the service of the employer, or retires, or goes on transfer, or resigns, or goes on leave or when his services are terminated, he or his family as the case may be may retain the house upto the period as detailed below:—

(i) In the case of death, a period not exceeding three months, and in the case of transfer or termination of service, a period not exceeding two months;

(ii) in the case of retirement or resignation, a period not exceeding one month;

(iii) in the case of leave, for the period of leave; and

(iv) in the case where the discharge of a worker is disputed and the matter has been taken to an industrial tribunal or court, for so long as the case is not finally disposed of.

41. *Facilities for harvesting standing crops on termination of employment.*— (1) In the case of termination of his employment, a worker shall, where possible, be given reasonable facilities to harvest the standing crops in his garden plot.

(2) In the case of any employer wanting to take over for the estate use any plot of land that is being cultivated by the workers, the workers shall be given reasonable facilities to harvest the standing crops in their garden plots or be paid reasonable compensation in lieu thereof.

ADVISORY BOARD.

42. *Constitution of Advisory Board.*—The State Government shall, by notification in the official Gazette constitute an Advisory Board for consultation in regard to matters connected with housing.

43. *Composition of Advisory Board.*—(1) The Advisory Board shall consist of:—

(i) the Secretary to the State Government in the Department concerned, who shall be the Chairman of the Board;

(ii) two officials to be nominated by the State Government; and

(iii) three representatives each of the employers and workers nominated in consultation with the interests concerned.

(2) No act or proceedings of the Advisory Board shall be invalid on the ground of any defect in the constitution of, or any vacancy in, the Board.

44. *Term of office of members.*—(1) A non official member shall, unless he resigns his office or dies, hold office for a period of three years from the date of the notification appointing him a member of the Board and shall be eligible for renomination:

Provided that an outgoing member shall continue in office until the appointment of his successor is notified.

(2) The official members of the Board shall hold office during the pleasure of the State Government.

45. *Travelling allowances for members.*—Every non official member shall be entitled to draw travelling and daily allowances at the ordinary rate as admissible to a Government servant of the 1st class for any journey performed by him for attending a meeting of the Advisory Board.

46. *Registration.*—A non official member may resign his office by letter, addressed to the Chairman of the Advisory Board and his office shall fall vacant from the date on which his resignation is accepted by the Chairman.

47. *Vacation of Office.*—A nominated member may be declared by the Chairman of the Advisory Board to have vacated his office:—

(a) if he becomes insolvent; or

(b) if he is convicted of an offence, which in the opinion of the State Government involves moral turpitude; or

(c) if he is absent from three consecutive meetings of the Advisory Board without leave of absence from its Chairman; or

(d) if the State Government consider it undesirable that he should continue to be a member of the Advisory Board; or

(e) if he is declared to be of unsound mind by a competent court.

PROCEDURE RELATING TO MEETINGS.

48. *Disposal of business.* (1) Every question which the Advisory Board is requested to take into consideration, shall be considered either at its meeting or, if its Chairman so desires, by circulating the necessary papers to all the members for their opinion:

Provided that the papers need not be circulated to a member who is at the time outside India.

(2) When a question is circulated for opinion under sub-rule (1), any member may request that the question be considered at a meeting of the Advisory Board and thereupon the Chairman may, and if the request is made by three or more members, shall, direct that it be so considered.

49. *Time and place of meetings.* The Advisory Board shall meet at such time and place as may be appointed by the Chairman.

50. *Notice of meetings.* (1) Notice shall be given to every member of the time and place fixed for each ordinary meeting at least fifteen days before such meeting and each member shall be furnished with a list of business to be transacted at the meeting:

Provided that, when an emergent meeting is called by the Chairman, a notice giving such reasonable time as he may consider necessary, shall be deemed sufficient.

(2) No business which is not in the list shall be considered at a meeting without the permission of the Chairman.

51. *Presiding at meetings.*—The Chairman of the Advisory Board shall preside at every meeting of the Board at which he is present. If the Chairman is absent from any meeting, the members present shall elect one of the members to preside over the meeting and the member so elected shall at that meeting exercise all the powers of the Chairman.

52. *Quorum.*—No business shall be transacted at the meeting of the Advisory Board, whether ordinary or emergent, unless at least three members are present:

Provided that if at any meeting, less than three members are present, the Chairman of the Advisory Board may adjourn the meeting to a date not later than seven days, informing the members present and sending notice to other members that he proposes to dispose of the business at the adjourned meeting, whether there is a quorum or not, and he may thereupon dispose of the business at such adjourned meeting even if there is no quorum.

53. *Decision by majority.*—(1) Every question at a meeting of the Advisory Board shall be decided by a majority of votes of the members present and voting on the question but the minority shall have the right of getting their dissent recorded. In the case of an equality of votes, the Chairman shall have a second or casting vote.

(2) Every question, referred to the members for opinion shall, unless the Chairman reserves it for consideration at a meeting, be decided in accordance with the opinion of the majority of members submitting their opinions within the specified time.

54. *Minutes of meetings*—(a) The proceedings of each meeting of the Advisory Board shall be circulated to all members not later than two months from the date of the meeting and thereafter recorded in a minute book which shall be kept for permanent record.

(b) The record of the proceedings of each meeting shall be signed by the Chairman of the Advisory Board or, as the case may be, by the person presiding at that meeting.

55. *Powers and functions of the Advisory Board.*—(1) The Advisory Board shall advise the State Government as regards standards and specifications of houses which may be approved.

(2) The Advisory Board shall scrutinise the yearly progress reports from employers and advise the State Government to issue such instructions in the light thereof as will ensure compliance with the relevant provisions of the Act and these Rules within the scheduled period.

(3) In addition to matters specified in sub-rules (1) and (2), the Advisory Board shall consider and report on any matter connected with housing of workers which may be referred to it by the State Government or by the Chairman of the Advisory Board.

56. *Removal of difficulties.*—If there is any difficulty in the working of rules 32 to 55, the State Government may issue such instructions as it may consider necessary to remove the difficulty.

Rule Prescribed under section 17.

57. Every employer shall supply to every worker free of cost once every twelve months either a cumbli or an umbrella or a rain-coat or a hat of suitable quality approved by the Chief Inspector:

provided that an estate situated at an elevation of 2500 ft. or more above sea level one extra cumbli shall be supplied in addition to the above:

provided further that in the case of temporary workers, the employer shall have the option of supplying a special type of cumbli which is returnable on termination of the employment or alternatively an allowance of six pies per day's work.

In case of dispute or difference of opinion regarding the elevation of any estate, the Chief Inspector shall arrange for the elevation being determined.

CHAPTER V.

HOURS AND LIMITATION OF EMPLOYMENT.

Rule prescribed under section 20.

58. *Weekly holidays.*— (1) Unless otherwise permitted by the State Government no worker shall be required or permitted to work on any plantation on a Sunday, except when he has had or will have a day of rest on one of the three days immediately preceding or succeeding that Sunday:

Provided that the weekly holiday may be substituted by another day:

Provided further that every worker shall be free to work on a day of rest, which is not a general holiday, but in so doing he shall not work for more than ten days consecutively without having holiday for full one day.

(2) Every worker shall be paid for work on his day of rest at the overtime rate prevailing in a particular area as fixed under the Minimum Wages Act, 1948, and where there is no such rate, at double the ordinary rate.

Rule prescribed under section 23.

59. *Notice of period of work.*—(1) The notice prescribed in section 23 shall be in Form No. 5.

(2) It shall be written in English and in language understood by the majority of workers in the plantation, shall be displayed at some conspicuous and convenient place and shall be maintained in a clean and legible condition.

(3) Any modification in the periods of work in the plantation which may necessitate a change in the aforesaid notice

shall be intimated to the Inspector in duplicate, along with a copy of the original notice, either before the change is made or within three days of making any such change.

CHAPTER VI.

SICKNESS AND MATERNITY BENEFITS.

Rules prescribed under section 32.

60. *Payment of Sickness allowance.*—(1) Every worker shall be entitled to obtain sickness allowance from his employer for each day of certified sickness for a total period of 14 days in a year at the rate of two thirds of his daily time-rated wages, subject to a maximum of annas twelve per day.

(2) Sickness allowance specified in sub-rule (i) shall be paid either weekly or along with the first instalment of wages payable to the worker after he resumes his work on recovery from certified sickness.

(3) The certificate of sickness shall be issued in Form No. 6 (to be supplied by the employer free of cost) by the Certifying Surgeon or a resident Medical Officer appointed by the employer or any other qualified Medical practitioner to every worker entitled to obtain sickness allowance, on a request being made by such worker in this behalf. Every employer shall pay to a worker sickness allowance due to him on presentation of such certificate in accordance with the provisions of sub-rule (2) above. If a worker has to pay any fee for obtaining the sickness certificate, the employer shall bear the cost.

(4) Notwithstanding anything contained in these rules, no worker shall be entitled to sickness benefits for any day on which he works.

61. *Payment of Maternity Allowance.*—(1) Subject to the provisions of these Rules but without prejudice to her right if any, to free medical facilities existing in a plantation, every woman employed in a plantation, shall be entitled to obtain from her employer a maternity allowance for a period of four weeks immediately preceding the expected day of her delivery and for a period of eight weeks immediately following and including the day of her delivery:

Provided that a woman shall not be entitled to obtain such maternity allowance unless she has worked in the plantation or plantations of the employer from whom she claims such allowance for not less than one hundred and fifty days in the twelve months immediately preceding the expected day of her delivery:

Provided further that the period of 150 days may either be continuous or interrupted by a period or periods of absence on account of authorised leave.

(2) A woman shall not be entitled to obtain maternity allowance if she has not—

(a) permitted herself to be medically examined for the purpose of certifying pregnancy or expected confinement by a Certifying Surgeon or a qualified resident medical officer with the assistance of a nurse, if the Surgeon|Medical Officer is male or a qualified lady Medical practitioner, or

(b) during the period which extends from the commencement of the four weeks immediately preceding the expected day of her delivery to the day of her delivery and during the period of eight weeks immediately following and including the day of her delivery attended, or permitted herself to be treated in, a hospital by a qualified medical practitioner or under the supervision of such medical practitioner by a nurse:

Provided that non-compliance by the woman with the provisions of this sub-rule shall not disentitle her to maternity allowance if a Certifying Surgeon or any other qualified Medical practitioner certifies that in his opinion such non-compliance was due to premature delivery or to a bonafide miscalculation on the part of the women as to the state of advancement of her pregnancy.

62. *Prohibition of employment of women during certain period.* (1) No employer shall knowingly employ a woman in a plantation during the four weeks immediately preceding and on the expected day of delivery, during the period, if any from the expected day of delivery to the day of delivery, and during the eight weeks immediately following and including the day of her delivery.

(2) In case of miscarriage a woman shall, on production of a certificate signed by the Certifying Surgeon or any other qualified medical practitioner or such other proof of miscarriage as may be accepted by her employer, be entitled to two weeks leave from the day of her miscarriage with pay as under the rules.

(3) During the period of pregnancy a woman shall not be employed on work which is árduous or which requires long hours of standing at one place or which may in any way interfere with her pregnancy and is likely to cause miscarriage or adversely affect her health and interfere with the normal development of foetus.

63. *Procedure regarding payment of maternity allowance.* (1) (a) A woman who claims or intends to claim maternity allowance shall on any day give notice in Form No. 7 to the employer that she expects to be confined within one month next following and may nominate therein a person for purposes of sub-rule (2) of rule 65.

(b) Where no such notice has been given and the woman has been delivered of a child, she shall within seven days of the delivery give notice in Form No. 8 that she has given birth to a child:

Provided that non-compliance of the procedure laid down in the sub-rule shall not disentitle a woman to maternity allowance if she is found to be illiterate.

(2) When such notice as is referred to in clause (a) or clause (b) of sub-rule (1) is received the employer shall permit the woman to absent herself from work in the plantation on and from the day following that on which such notice is received until the expiration of eight weeks after the day of her delivery.

64. *Payment of maternity allowance.*—(1) Where a woman entitled to obtain maternity allowance has given notice referred to in clause (a) of sub-rule (1) of rule 63 and has obtained permission to absent herself from work the employer shall pay her maternity allowance for twelve weeks at the rate of rupees five and annas four per week in twelve equal weekly instalments and the payment of the first instalment shall be made within three days of the receipt of the notice:

Provided that an employer before making any payment may require the woman to whom such payment is to be made to produce a certificate in Form No. 9 given by a Certifying Surgeon or a qualified resident medical officer or any other qualified medical practitioner as to the expected day of her delivery.

(2) Where a woman entitled to maternity allowance has given notice referred to in clause (b) of sub-rule (1) of rule 63 the employer shall pay her maternity allowance for eight weeks at the rate of rupees five and annas four per week in eight equal weekly instalments and the payment of the first instalment shall be made within three days of the receipt of the notice:

Provided that an employer before making any payment may require the woman to whom such payment is to be made to produce a certified extract from a birth register or a certificate signed or countersigned by a Certifying Surgeon or a qualified resident medical officer or any other qualified medical practitioner.

65. *Payment of maternity allowance in case of a woman's death.*—(1) If a woman entitled to obtain maternity allowance dies before being delivered of a child the employer shall be liable only for the payment of maternity allowance due in respect of the four weeks immediately preceding the expected day of her delivery.

(2) If a woman entitled to maternity allowance dies on the day of her delivery or during the period of eight weeks immediately following that day the liability of the employer shall not by reason of her death be discharged and he shall pay the amount of the maternity allowance, if the newly born child survives her, to the person who undertakes the care of the child and if the child does not survive her, to the person nominated by her under sub-rule (1) of rule 63 or if she has made no nomination to her next of kin as determined by the employer subject to the Inspector's approval.

(3) The fact that a woman is dead shall be proved by the production either of a certificate to that effect from a Certifying Surgeon or any other qualified medical practitioner or of a certified copy of an extract from a death register maintained under the provisions of any law.

66. *Prohibition of dismissal during or on account of absence from work owing to confinement.*—(1) When a woman absents herself from work in accordance with the provisions of these rules it shall not be lawful for her employer to give her notice of dismissal during such absence or on such a day that the notice will expire during such absence.

(2) The dismissal of a woman at any time within six months before she is delivered of a child, if the woman but for such dismissal would have been entitled to obtain maternity allowance under these rules, shall not have the effect of depriving her of the maternity allowance if the Chief Inspector is satisfied that her dismissal was without cause.

(3) If the confinement involves illness incapacitating a woman for work the employer shall not be entitled to dismiss her or give her notice of dismissal, if she fails to return to duty on the expiry of eight weeks after the date of delivery without getting the approval of a Certifying Surgeon who may increase the period of absence if he considers fit.

67. *Muster-Roll.*— (1) Every employer in a plantation in which women are employed shall prepare and maintain a muster-roll in Form No. 10 and shall enter all particulars specified in the Form in respect of all women employed in the plantation from whom notice of confinement is received:

Provided that where a register is maintained under a State Maternity Benefit Act, which covers all the provisions of Form No. 11, that register may be deemed sufficient for the purpose of this sub-rule.

(2) All entries in the muster-roll shall be made in ink and maintained and it shall be made available for inspection at any time during the working hours.

68. Every employer shall supply to a woman at her request free of cost copies of Form Nos. 8 and 9.

69. Records relating to payment of maternity benefit under these rules shall be preserved for two years from the date of preparation.

CHAPTER VII.

Rules prescribed under sub-section 2 (e) of section 43.

MISCELLANEOUS.

70. *Appeals.*— (1) An appeal against the orders of an Inspector shall lie to the Chief Inspector and against the orders of the Chief Inspector to the State Government or to such authority as the State Government may appoint in this behalf. The appellate authority after giving both parties an opportunity of being heard shall either reject the application or decide in any manner it deems fit.

(2) All appeals under sub-rule (1) shall be in the form of a memorandum setting forth concisely the grounds of objections to the order and shall be accompanied by a certified copy of the order appealed against, duly signed by the appellant or, on his behalf, by a duly authorised agent or legal practitioner. An appeal shall be considered valid only if submitted within two months from the date of the order appealed against.

(3) On receipt of the memorandum of appeal, the appellate authority shall, if it thinks fit, appoint an assessor within two weeks to assist in the disposal of the appeal. It shall then fix a date for the hearing of the appeal and shall give due notice of such date to the appellant and to the Inspector or Chief Inspector, as the case may be, whose order is appealed against.

Rules prescribed under sub-section 2 (j) of section 43.

71. *Registers.*—(1) Every employer shall maintain (a) registers of adult and non-adult workers in Form Nos. 11 and 12 respectively, and

(b) a register in Form No. 13 hereinafter called the Leave with Wages Register which shall be preserved for a period of three years after the last entry in it:

Provided that if the Inspector or the Chief Inspector is of the opinion that any muster-roll or register maintained by the employer gives the required particulars in respect of any or all workers in the plantation, he may by order in writing, direct that such muster-roll or register shall, to the corresponding extent, be maintained in the place of and be treated as the register required under this sub-rule in respect of that plantation.

(2) (a) Every employer shall provide a plantation worker with a book in Form No. 14 (hereinafter called the Leave Book). The Leave Book shall be the property of the worker and the employer or his agent shall not demand it except to make necessary entries, and shall not keep it for more than a week at a time.

(b) If a worker loses his Leave Book, the employer shall provide him with another copy on the payment of an anna.

(3) Every employer shall maintain a bound Inspection Book and shall produce it when required by the Inspector or Certifying Surgeon.

72. *Returns.*— (1) Every employer shall furnish to the Inspector and the Chief Inspector on or before the 31st January, of every year an annual return in duplicate in Form No. 15.

(2) Every employer shall furnish to the Inspector and the Chief Inspector not later than the 15th February of the year subsequent to that to which it relates, returns in Form Nos. 16, 17, 18, 19 and 20.

(3) Every employer shall furnish to the Inspector and the Chief Inspector by the 31st January and 31st July every year a half yearly progress report in duplicate in regard to the provision of medical facilities in Form No. 21.

Form No. 1

(Prescribed under sub-rule (2) of Rule 5)

CERTIFICATE OF FITNESS

1. Serial No.. ....
   Date
2. Name
3. Father's name
4. Sex
5. Residence
6. Age certified
7. Physical fitness
8. Descriptive marks
9. Reasons for
   (i) refusal of certificate
   (ii) certificate being revoked

Serial No.. ....
Date

I certify that I have personally examined (name)............ .... son/daughter of .... residing at......................... .... and that his/her age, as nearly as can be ascertained from my examination, is .... years, and that he/she is fit for employment in plantation as an adolescent/child.

His/her description marks are ....

Thumb Impression

Initials Certifying Surgeon

Thumb Impression

Certifying Surgeon

Note :—Exact details of cause of physical disability should be clearly stated.

Form No. 2.

(Prescribed under sub-rule (3) of Rule 5)

REGISTER SHOWING THE FEES PAID TO THE CERTIFYING SURGEON FOR THE ISSUE OF DUPLICATE CERTIFICATES

Date	*Serial No.*	*Number and date of previous certificate*	*Name of person to whom granted*	*Father's Name*	*Initials of the Certifying Surgeon*
1	2	3	4	5	6

Paid into Treasury at ....on (date)............

Signature of the Certifying Surgeon.

Form No. 3.

(Prescribed under sub-rule (5) of Rule 5)

CERTIFYING SURGEON'S VISIT NOTE

Visit to (plantation) on date 195 .

EXAMINATION AND CERTIFICATES

(A) Children.

1. Original examination..... ....
   Number examined............ ....Number granted certificates ....
2. Re-examination of those holding certificates.......................
   Number examined........... ....Number of certificates cancelled.....................Reason for cancellation in each case (*i. e.*, general nature of unfitness).......................

(B) Adolescents.

1. Original examination...
   Number examined..Number granted certificates................. ....
2. Re-examination of those holding certificates.......................
   Number examined..................................Number of certificates cancelled ....Reason for cancellation in each case (*i. e.*, general nature of unfitness).......................

Signed ....
Certifying Surgeon.

N. B. Names of young persons who have been granted certificates and of those whose certificates have been cancelled shall be given in an Appendix to this Form.

Form No. 4.

(Prescribed under Rule 36)

YEARLY PROGRESS REPORT FOR THE PERIOD FROM

1st July 19 to 30th June 19 .

(i) Name of plantation ....
(ii) Name of State and District....................................
(iii) Name and address of the employer..............................
(iv) Total resident labour population including dependants in the plantation ....
(v) Number of resident workers requiring houses (*vide* rules 22 and 29 (1))
(vi) Number of houses required to be provided according to the approved scheme every year (8 per cent of (v) above).....................
(vii) Number of houses provided according to the approved scheme by
  (i) construction of new houses.

  (ii) adaptation of old houses.
(viii) Reasons for not providing the number of houses as required in item (*vi*).

Form No. 5

(Prescribed under Rule 59.)

NOTICE OF PERIOD OF WORK

Name of Plantation____________________ Place____________________ District____________________

Period of work	Adults						Adolescents				Children			Description of Groups		REMARKS
	Male			Female			Male		Female					Group letter	Nature of work	
	A	B	C	D	E	F	G	H	I	J	K	L	M			
From .... To .... From .... To														A B C D E F G H I J K L M		

Date on which the notice is first exhibited .... (Signed)

Employer.

Instructions to be followed in filling in the notice of Period of Work.

(1) Divide all workers into groups according to the nature and periods of their work and classify 'Groups' as A, B, C, D etc.

(2) If workers in a particular group do not work during the same periods on all working days of the week, the periods should be shown separately for different days or sets of days during the week.

Form No. 6.

(Prescribed under sub-rule (3) of Rule 60)

CERTIFICATE OF SICKNESS

This is to certify that I have examined.................................... son/daughter/wife of.......................................employed in ....plantation at...................in the district of...............on...........................and found him/her suffering from..............................I recommend...................days absence from work and payment of the corresponding sickness allowance.

Signature, qualification and designation of Medical Practitioner.

Form No. 7.

(Prescribed under sub-rule (1) (a) of Rule 63)

I.............wife/daughter of.. employed in group No................of............plantation............ hereby give notice that I expect to be confined within one month next following from the date of this notice and that will absent myself from the plantation with effect from

2. For the purpose of rule.........................I hereby nominate ....(name and address of the nominee) to receive maternity benefit due to me in case of my death.

Given this date...................

Signature/Thumb Impression.

Signature of attestor in case the woman affixes thumb impression.

Address..
....

To

The Employer,

............................(name of plantation and full address).

Form No. 8.

(Prescribed under sub-rule (1) (b) of Rule 63)

I..................wife/daughter of...............................employed in Group No...........................of..........................plantation, hereby give notice that I gave birth to a child on the..........................19.

2. For the purpose of rule.......................I hereby nominate................................(name and full address of nominee) to receive maternity benefit due to me in case of my death.

Given this day............

Signature/Thumb impression.

Signature of attestor in case the woman affixes thumb impression.

Address...

To

The Employer,

....................................(name of plantation and full address).

Form No. 9.

(Prescribed under sub-rule (1) of Rule 64)

This is to certify that I examined.....................................wife/daughter of....................employed in.......................plantation at......................in the district of........................on...................and found*/cannot discover that she is pregnant and is expected to be delivered of a child within.................months and/or days from the above mentioned date.

Signature, qualification and designation of Medical Practitioner or Mid-wife.

*Strike out when not applicable.

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Form No. 10.

(Prescribed under sub-rule (1) of Rule 67.)

Muster Roll ....

Name of plantation .... Address ....

Name of woman and age	Name of husband or father	Nature of work	Date on which employed	Date of production of medical certificate	Date of birth of child	Date of giving notice of pregnancy	Date of giving notice of delivery
1	2	3	4	5	6	7	8

Date of production of proof of birth	Date of production of proof of death if any	Dates with amounts of maternity benefits paid		Payment of bonus if any	Name of persons to whom paid with date and amount in the event of death	Name of person nominated	Remarks
		Date	Amount				
9	10	11	12	13	14	15	16

Form No. 11.

(Prescribed under sub-rule (1) of Rule 71)

REGISTER OF ADULT WORKERS

Sl. No.	Name, age and address	Father's/Husband's name	Nature of work	Letter of group as in Notice of period of work (Form No..)	Remarks
1	2	3	4	5	6

Form No. 12.

(Prescribed under sub-rule (1) of Rule 71)

REGISTER OF NON-ADULT WORKERS

No.	Name and address	Father's Name	Date of first employment	Number of Certifying Surgeon's Certificate with date	Age as entered in the certificate	Token No. reference to Certificate if any	Nature of work	Letter of group as in Notice of period of work (Form No...)	Remarks
1	2	3	4	5	6	7	8	9	10

Form No. 13.

(Prescribed under sub-rule (1) of Rule 71)

REGISTER OF LEAVE WITH WAGES

Part I — Adults
Part II — Non-adults

Plantation..........................

Sl. No....................................
Sl. No. in the Register of adult/non-adult workers..............
Date of entry into service................................

Name of worker..................................
Father's/husband's name................................
Address ....

Number of days worked			Leave earned	Leave at credit (including balance, if any on return, from leave on last occasion)	Leave taken			Balance on return from leave	Date on which wages for leave paid and amount paid	Remarks
From	To	Total days worked			From	To	Number of days			
1	2	3	4	5	6	7	8	9	10	11

Note:—Separate page shall be allotted to each worker.

Form No. 14.

(Prescribed under sub-rule (2) of Rule 71)

LEAVE BOOK

Part I — Adults
Part II — Non-adults

Plantation........................

Sl. No..............................
Sl. No. in the Register of adult/non-adult workers..............
Date of entry into service.............................

Name of worker.....................................
Father's/husband's name.....................................
Address.....................................

Number of days worked			Leave earned	Leave at credit (including balance, if any on return from leave on last occasion)	Leave taken			Balance on return from leave	Date on which wages for leave paid and amount paid	Remarks
From	To	Total days worked			From	To	Number of days			
1	2	3	4	5	6	7	8	9	10	11

Note:—The Leave Book shall be made out separately for each worker on thick bound sheets.

Form No. 15.

(Prescribed under sub-rule (1) of Rule 72).

ANNUAL RETURN YEAR ENDING THE 31ST DECEMBER, 195....

(To be furnished to the Inspector and Chief Inspector by the 31st January)

1. Name of plantation...
2. Name of employer...
3. District...
4. Postal address...
5. *Average number of workers employed daily
   (i) Men ....
   (ii) Women.................................
   (iii) Adolescents. ....
   (a) Male ....
   (b) Female.................................
6. Normal hours worked per week
   (i) Adults ....
   (ii) Adolescents ....
   (iii) Children ....
7. Number of days worked in the year.................................
8. **What rest intervals were given to
   (i) Adults ....
   (ii) Adolescents ....
   (iii) Children.................................
9. Were week days sometimes substituted for Sundays as weekly holidays? ....
10. Total number of workers discharged during the year for which this return is made.................................

Certified that the information furnished above is to the best of my knowledge and belief, correct.

Signature of Employer

---

* The average daily number should be calculated by dividing the aggregate number of attendance on working days by the number of working days in the year. In reckoning attendances, attendance by temporary as well as permanent workers should be counted and all workers should be included, whether they are employed directly or under contractors. Days on which the plantation was closed, for whatever cause, should not be treated as working days.

**Enter "one hour", "two half hours", "one half hour" or "None" as the case may be. If none of these categories apply to the adult workers, enter the category applicable to the majority of adult workers. Where the majority received an interval exceeding one hour, enter "one hour".

Note:—Where possible, separate figures should be shown in respect of *clerical and supervisory staff and other workers.*

Form No. 16.

(Prescribed under sub-rule (2) of Rule 72).

LEAVE WITH WAGES—ANNUAL RETURN FOR THE YEAR ENDING 31ST DECEMBER 195....

(To be furnished to the Inspector and Chief Inspector by the 15th February).

1. Name of Plantation..
2. Name of employer..
3. District ....
4. Postal Address..
5. Total number of persons employed during the year ....
   - (a) Men ....
   - (b) Women ....
   - (c) Young persons/Adolescents: ....
   - Children ....
6. Number of persons who were granted leave during the year:—
   - Men ....
   - Women ....
   - Adolescents ....
   - Children ....
7. Number of workers to whom the leave allowed amounted to thirty days.
   - Men ....
   - Women ....
   - Adolescents ....
   - Children ....

Certified that the information furnished above is, to the best of my knowledge and belief, correct.

Signature of Employer.

Note:—Where possible, separate figures should be shown in respect of *clerical and supervisory staff and other workers.*

Form No. 17.

(*Prescribed under sub-rule* (2) *of Rule* 72.)

ANNUAL RETURN-CRECHES (YEAR ENDING THE 31ST DECEMBER, 195........)

(To be furnished to the Inspector and Chief Inspector by the 15th February).

1. Name of Plantation..
2. Number of women workers normally employed......................
3. Area of the Plantation......!..................................
4. Number of creches. ....
5. Number of children admitted in each creche......................
6. Average daily attendance of children at each creche..............
   - (i) Two years and below................
   - (ii) Above two years.
7. Facilities provided in each creche...............................
   - (i) Milk
   - (ii) Food
   - (iii) Clothes
   - (iv) Toys
   - (v) Medical aid
   - (vi) Others
8. Strength of staff employed in each creche..........................
   - (i) Doctors:—
     - (*a*) Males
     - (*b*) Females.
   - (ii) Nurses
   - (iii) Ayahs/or inferior attendants
   - (iv) Sweepers
9. Remarks..

Certified that the information furnished above is, to the best of my knowledge and belief, correct.

Signature of Employer

Date.................

Form No. 18.

(Prescribed under sub-rule (2) of Rule 72).

ANNUAL RETURN—CANTEENS.

YEAR ENDING THE 31ST DECEMBER, 195....

(To be furnished to the Inspector and Chief Inspector by the 15th February)

Name of Plantation..........................

Area of Plantation..........................

Number of workers normally employed daily.	Number and type of Canteens				Number of workers patronising each canteen normally daily	Whether articles sold below cost price. If so, state, items provided below cost price in each canteen ..	REMARKS
	Providing cooked food and refreshment etc,	Providing cooked food only	Providing refreshment and tea only	Providing tea only .			
1	2	3	4	5	6	7	8

Certified that the information furnished above is to the best of my knowledge and belief, correct.

Signature of employer.

Form No. 19.

(Prescribed under sub-rule (2) of Rule 72).

ANNUAL RETURN—MATERNITY BENEFIT.

FOR THE YEAR ENDING THE 31ST DECEMBER, 195....

(To be furnished to the Inspector and Chief Inspector by the 15th February.)

Name of Plantation..................................

Total number of women employed during the year.	Number of women who worked for a period of not less than 150 days.	Number of women who gave notice of confinement.	Number of cases where women refused to submit to medical examination	Number of cases, where employer refused permission for absence during 4 weeks before the expected day of delivery.	Number of cases where employer granted permission to absent on account of notice of confinement.
1	2	3	4	5	6

Number of claims for maternity benefit paid and the total amount.	Number of claims for benefit rejected	Number of expectant women dismissed while working.	Number of expectant women who were fined.	Number of cases in which women died.		REMARKS.
				Before delivery	After delivery.	
7	8	9	10	11	12	13

Note:—Where possible, separate figures should be shown in respect of *clerical and supervisory staff and other workers*.

B.—Full particulars of each case and reason for action taken under headings (5) (8) (9) and (10) should be given.

Form No. 20.

(Prescribed under sub-rule (2) of Rule 72).

ANNUAL RETURN—SICKNESS BENEFIT.

FOR THE YEAR ENDING THE 31ST DECEMBER, 195...........

(To be furnished to the Inspector and Chief Inspector by the 15th February)

Name of Plantation.................................

Number of persons employed.	Number of persons who applied for sickness benefit.	Number of cases in which the claim was rejected and the reasons therefor.	Number of persons who were granted sickness benefit and the total amount paid.	REMARKS.
1	2	3	4	5

Signature of Employer.

Date....................

Note:—Where possible, separate figures should be shown in respect of *clerical and supervisory staff and other workers.*

Form No. 21.

(Prescribed under sub-rule (3) of Rule 72).

PROVISION OF MEDICAL FACILITIES.

RETURN FOR THE PERIOD ENDING THE 30TH JUNE, 195.....

OR 31ST DECEMBER, 195........

(To be furnished to the Inspector and the Chief Inspector by the 31st July/31st January).

1. Name of Plantation.......................................
2. Total population.......................................
3. Average number of workers employed daily ....
4. Garden hospital/dispensary ....

Figures per 700 workers.

Nature of medical facilities.	Facilities prescribed in the rules	Facilities available	Deviation + (plus) — (minus)
Hospital beds			
Doctors			
Mid-wives			
Nurses			
Compounders			
Anti-malaria Assistants			

5. Number of first-aid boxes or cup-boards maintained, if any.
6. Steps taken or proposed to be taken, if any, to briog the medical facilities available in the plantation at par with those prescribed in rules. State with special reference to the various stages of the approved scheme for provision of medical facilities.
7. Number of patients recommended for treatment at the Group Hospital and arrangements made for their treatment if no Group Hospital has been established.

Signature of the Employer.

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